



Tribal Child Care Association of California

ANNUAL REPORT 2022

"The voice of Tribal Child Care in California"



Kim Nall

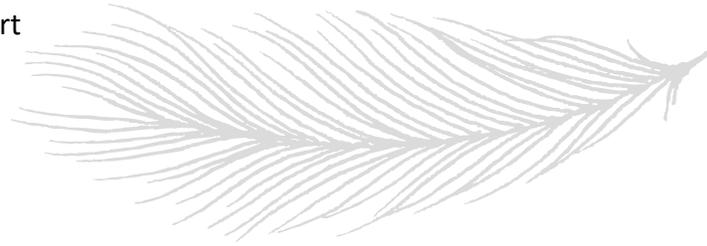


Table of Contents

- I. Note to our Members, Partners, Sponsors and Funders,
Executive Director Letter
- II. TCCAC Year at-a-Glance
- III. Vision and Mission
- IV. Tribal Community Collaboration
- V. TCCAC looking at Equity, Diversity, Inclusion, Belonging, and
Anti-Bias
- VI. Partners and Collaborators
- VII. Tribal Workforce Pathways
- VIII. Partnerships & Relationships Over the Years
- IX. Financial Health
- X. Looking Ahead
- XI. Board of Directors & Staff





Note to our Members, Partners, Sponsors and Funders

Looking back, it is the year 2006, I was sitting at the table with some of the most inspirational people I know. They were and are the best in Tribal Child Care. Some of those individuals have passed now. Their spirits remain rooted in the groundbreaking work of equity, inclusion and racial justice for California’s Native people and our Tribal children. At that table we were talking about how we could create an organization that would become the “Voice of Tribal Child Care in CA”. We dreamed of an organization that was grounded in tradition and culture. One that was unified with strong leaders from CA Tribal Child Care and Development. Supported by state and federal leadership in the field who understand sovereignty and the history of California Tribes. Our members and tribal partners were to inspire the vision of our organization. We dreamed of a Board of Directors who governed the organization, with staff to do the day-to-day management and move the work forward. Our dream was of diversified funding to sustain our vision and to create a just and equitable tribally lead nonprofit charitable organization. Fast forward to, 2022. The reality, in 2022 the Tribal Child Care Association of California (TCCAC) worked diligently to make the dream of 2006 come true. 2022 continued to be a year of transformation, growth, adaptation, and innovation. We went from a staff of two to a staff of four and we grew our Board of Directors by almost double. We completed the transition of our organization from a 501c4 to a 501c3 charitable nonprofit. We successfully applied for our first Foundation grant funds, and effectively secured funding from the Heising-Simons Foundation. We received continued funding from the California Department of Social Services (CDSS) for the QCC Quality Improvement System funds, Workforce Development funds, and the one-time funds for the Instructional Materials Grant. We have also continued to receive funding from the California Department of Education (CDE), PDG-R funds and First 5 California IMPACT funds. With these funding partnerships and the capacity building of TCCAC, we secured our ability to hold virtual sessions and trainings with our membership and partners to ensure learning during the persistence of the pandemic, and we were blessed to finally have the opportunity for carefully planned and regulated in-person events. TCCAC expanded our leadership capacity with the increased interest from our membership and Board of Directors to take part in working committees including Culture Committee, Finance Committee, Audit Committee, and Events Committee. We had to discover ways to change, adapt, be ground-breaking and to build our capacity throughout the ongoing pandemic. We had to find our way. As we continued to learn, we had to also look inward — as an organization, we realized that taking time to pause and reflect was essential to TCCAC. How could we use this opportunity to create more resilient programs? How could we ensure that the care we bring doesn’t stop because of a pandemic, or fires, floods, and other acts of nature, or even political instability? How could we continue to ensure access, and build more robust, localized programs that are sure to continue beyond their “usual” boundaries to be inclusive of California Tribes and Tribal Child Care and Development? With this reflection, TCCAC has carried out a lot in the last year. TCCAC has done a lot in the last 16 years. And, out of this reflection, came innovative programs balanced by an approach to strengthen child care and development systems in Tribal communities, a commitment to the development of the kind of infrastructure that is needed to ensure that access is not a barrier to Tribal communities, families, children, and child development programs in California. More than this, TCCAC undertook an innovative strategic process, where our Board of Directors, Board elected officers, and staff collaborated on building out strategic priorities for the upcoming year. The result: TCCAC prioritized our goals, but with a new lens, a renewed determination, inclusive of tribal community voices, and a commitment to innovation and infrastructure development. I am so proud of what we have accomplished this last year, and what TCCAC has been able to achieve since 2006, and this report illustrates the spirit of that accomplishment. Do not stop dreaming, dreams can come true!

Many Blessings,



Kim Nall

Tribal Child Care Association of California, Executive Director



TCCAC Year at-a-Glance

9

Board of Directors

4

Staff Members

5

Research Partners

40+ Tribes

Tribal Child Care
Partners

357

Registrants
TCCAC training
workshops & webinars

950

Family Engagement Kits purchased

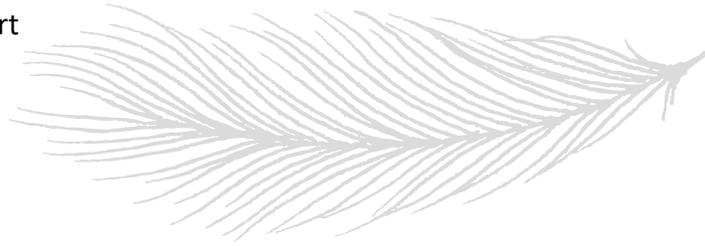
96

Tribal Child Care Workforce
Pathway Participants

More than 40

Partner organizations





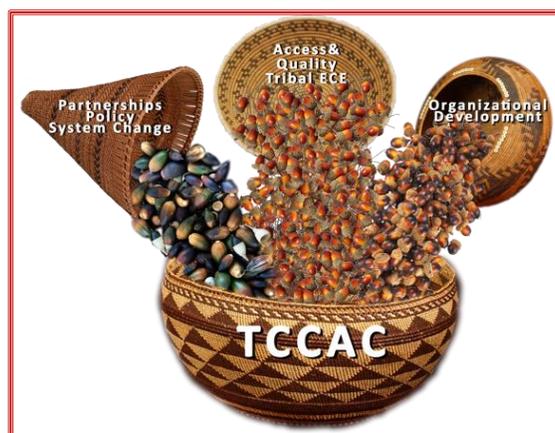
Vision and Mission

Vision

Building trust and partnership to expand the access and quality of early learning and care for native children; supporting local level systems-building for tribal child care; and bringing the voices of the tribal communities to the state; and, in turn, increasing the access to culturally appropriate materials and traditions for Native children.

Mission

Sustain and maintain high quality, culturally relevant child care programs through the unification of tribal voices and by providing support, sharing knowledge, educating Tribes, federal, state and local governments and agencies.



Tribal Community Collaboration

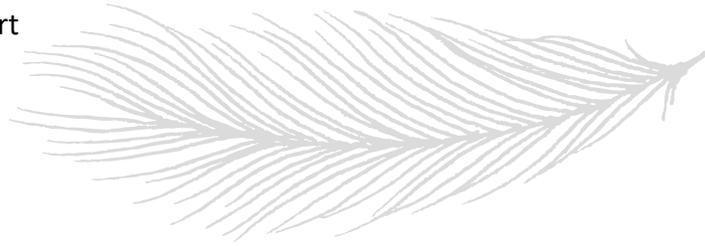
- **Butte**
 - Tyme Maidu Tribe- Berry Creek Reservation
 - Enterprise Rancheria
 - Mechoopda Indian Tribe
- **Colusa**
 - Cachil DeHe Band of Wintun Indians of the Colusa Indian Community
- **Del Norte**
 - Tolowa Dee-ni Nation
 - Yurok Tribe of California
- **Fresno**
 - Big Sandy Rancheria
- **Humboldt**
 - Bear River Band of the Rohnerville Rancheria
 - Big Lagoon Rancheria
 - Hoopa Valley Tribe
 - Table Bluff Reservation
- **Imperial**
 - Quechan Indian Tribe
- **Inyo**
 - Big Pine Paiute Tribe of the Owens Valley
 - Bishop Tribe
- **Lake**
 - Habematolel Pomo of Upper Lake
 - Middletown Rancheria of Pomo Indians
 - Robinson Rancheria
 - Scotts Valley Reservation
- **Madera**
 - North Fork Rancheria
 - Picayune Rancheria of Chukchansi Indians
- **Mendocino**
 - Hopland Band of Pomo Indians
 - Pinoleville Pomo Nation
 - Round Valley Reservation
- **Plumas**
 - Greenville Rancheria
- **Riverside**
 - Cahuilla Band of Indians
 - Soboba Band of Luiseno Indians
 - Torres-Martinez Desert Cahuilla Indians
- **San Bernardino**
 - Fort Mojave
- **San Diego**
 - Campo Band of Kumeyaay Indians
 - La Jolla Indian Reservation
 - Los Coyotes Band of Mission Indians
 - Manzanita Band of Kumeyaay Nation
- **Shasta**
 - Pit River Tribe
 - Redding Rancheria
- **Siskiyou**
 - Karuk Tribe of California
 - Quartz Valley Reservation
- **Sonoma**
 - Cloverdale Rancheria of Pomo Indians of California
 - Dry Creek Rancheria of Pomo Indians
 - Lower Lake Rancheria

Tribal Consortia

- **California Indian Manpower Consortium, Inc.**
- **California Rural Indian Health Board, Inc.**
- **Campo Band of Mission Indians Seven Consortium**
- **Inter-Tribal Council of California, Inc.**
- **Southern California Tribal Chairmen's Association, Inc.**



"The secret to our success is that we never, never give up."
– Wilma Mankiller (1945-2010) Native American activist, community organizer,
and social worker. She was the first woman elected as Principal Chief of the Cherokee Nation.



Equity, Diversity, Inclusion, Belonging, and Anti-Bias



Tribal Quality Improvement System

Vision & Governance

- Tribal Quality Improvement System, grounded in cultural competencies and honoring Tribal sovereignty
- The Why and develop images of basket weaving to illustrate the parts of the QIS

What Do We Want Native Children to Know and Do

- Tribal cultures & languages
- Traditional foods & nutrition
- Role of nature
- Tribal Standards & regulations (Center, FCCH, and relative)
- Self Assessments/Checklists

Creating a Path

- Tailored approach for Relative Care
- Tribal Coaches & Mentors
- Quality Improvement Plans for Grantees
- Professional Development Plan for Providers

Supports

- Tribal Certification
- Trainings
- Supports for other Certifications and Higher Education
- Mini-grants for facility/home improvements, materials

Our Stories

- Tribal community assessments – strengths, needs, barriers, etc.
- Site-level and teacher-specific
- Satisfaction Surveys
- Demographic Info

Outreach

- Tribal grantee and provider “buy-in” and support for QIS
- Determine outreach strategies for grantees and all provider types
- Connection with local agencies

Partnerships

- Building relationships with Tribal grantees, providers & families
- Funders
- Tribal, local, state, federal & national Quality Improvement partners



Partners and Collaborators in 2022

CDSS CDE First 5 CA CAPPa LPC's R&R's

ACF/OCC-Region IX **Brazelton Touchpoints Center**

Heising-Simons Foundation **BUILD** Thrive Community Building

Lakeshore Learning CA Head Start Collaboration Office

California Early Childhood Mentor Program

CCRCCA **Coaching Companion**

Obsidian Websites **California Tribal Families Coalition**

PITC **WestEd** Discovery Source

Dimension Foundation World Forum Foundation

Fuller Digital Media

First Children's Finance **SDCOE** Bipartisan Policy Council

El Dorado County Office of Education

Raising a Reader HUBBE **studioMLA Architects**

Office of Tribal Affairs, CDSS

NASEM Division of Behavioral and Social Sciences and Education

Marsico Institute for Early Learning
Morgridge College of Education | University of Denver

YMCA CRS **Indian Health Services**

California Infant and Early Childhood Mental Health Consultation Network
Early Intervention, Mental Health, and Inclusion

Stanford Center on Early Childhood

Child Trends, Inc. **Coblentz Patch Duffy & Bass LLP**

Tribal Early Childhood Research Center (TRC), Centers for American Indian and Alaska Native Health | University of Colorado
Anschutz Medical Campus
Colorado School of Public Health | Department of Community and Behavioral Health

Workforce Development

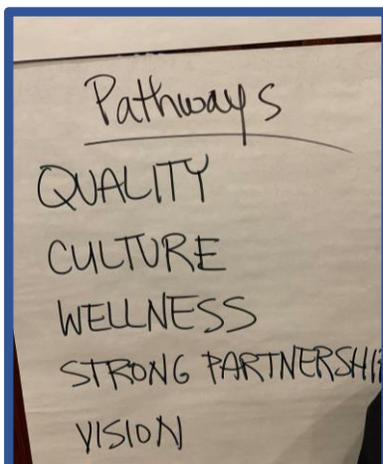
2022/2023 TCCAC Workforce Pathways Program

The Tribal Child Care Association of California is excited to present the 22/23 Workforce Pathways Program. With funding provided through CDSS's QCC Workforce Grant, TCCAC has developed a workforce program to support child care providers in all settings. This program provides teachers in centers, providers with family friend and neighbor programs, aunts and grandmas operating relative care programs, everyone who is dedicated to caring for Tribal children in California an opportunity to further develop their skills in culturally relevant ways. TCCAC will support the participant by identifying and overcoming barriers to reaching goals through financial supports, identifying resources and incentivizing goal completion with a stipend program. Participants in our Tribal Workforce Pathways Program can choose a workforce track to work on higher education goals toward degrees or certifications and/or a professional development track in a variety of child care topics.

TCCAC Professional Development

TCCAC has created custom pathways to support professional development for Tribal Child Care providers, based off input and Tribal voices from the field. Each of the seven pathways have options that the participants can complete based on their individualized professional development plans. In addition, TCCAC will provide stipends for other professional development trainings and certifications as approved by each individual plan.

- Culture & Nature in ECE
- Wellness & Healing
- Coaching Companion
- Family Engagement in Tribal Communities
- From Cradleboard to Toddling
- Tribal Child Care Health & Safety Standards
- Early Learning Leadership Pathway
- Other Approved Professional Development



“The TCCAC Workforce Pathways saved my mental health! There is no doubt in my mind I would have quit my job working with the kids, who I love, and working for my Tribe if it wasn't for finally being able to talk to other providers and teachers about how hard these last years have been. The Journey Toward Healing Conversations gave me new hope.

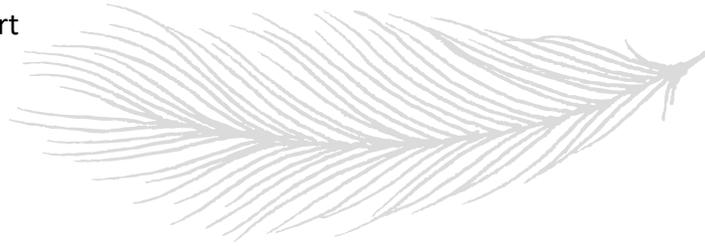
Thank you, TCCAC!” ~ anonymous Tribal Child Care Provider



Glowing through 2022



- TCCAC Tribal Quality Improvement System: Funded through the California Department of Social Services
- TCCAC Workforce Pathways: Funded through the California Department of Social Services
- TCCAC IMPACT Grant: Funded through First 5 California
- TCCAC Instructional Materials Grant: Funded through the California Department of Social Services
- TCCAC Preschool Development Grant: Funded through the California Department of Education
- Project HOPE CA Tribes and California Department of Education: Funded through Robert Wood Johnson Foundation and supported by BUILD
- Heising-Simons Foundation: 1st year planning and infrastructure grant, supported by BUILD
- Brazelton Touchpoints Center - BTC-TCCAC-CCDF contract *Coordinated Evaluations of Child Care and Development Fund (CCDF) Policies and Initiatives - Funded through OPRE*
- Donations: Lakeshore Learning, Low Income Investment Fund (LIIF), Child Care Resource Center, David and Cheri Longaker, Peter Siegel and Nancy Strohl, Peter Mangione and Margaret Sabo.
- In Kind: TCCAC Board of Directors and Committees. TCCAC Membership and CA Tribal Organizations.



TESTIMONIALS:

Campo Band of Mission Indians

Thank you to TCCAC for the funding to purchase a wide variety of books, social-emotional learning toys, furniture, sand and water tables, sensory toys, and so much more. The new furniture and toys have inspired our teachers to create a fun, educational, and colorful experience. The kids particularly love the log cabin, dramatic masks, and play tables. Thanks again for giving new life and education to our children



TCCAC I would like to thank you and the grant programs for funding our classroom with the Instructional Materials Grant. The funds supported all three of our classrooms in many ways. In the preschool classroom, we we're finally able to get individual cubbies for the children. This helps us keep the children's art separate from their belongings and helps reduce the chance of spreading germs by not having children share a cubby space. This classroom was also able to get a class pet with the large fishbowl they picked out. There was also a shelf, dramatic play toys, new table and many activity kits brought into the classroom

BUSY BABIES DAYCARE & PRESCHOOL
Berry Creek Rancheria of Tyme Maidu Indians of California



Butterfly Toddler Classroom

We are very grateful for the new materials we received. The kids have enjoyed them so much, especially since it is all new to them. Thanks to the variety of materials, we have been able to work more with the kids socially and emotionally. Taking turns, working on patience, and sharing space. Having more gross motor materials for our toddlers has been great for them, helping them with balancing, throwing, and catching balls.

Thank you, Ms. Edith Ms. Robin Ms. Sandra

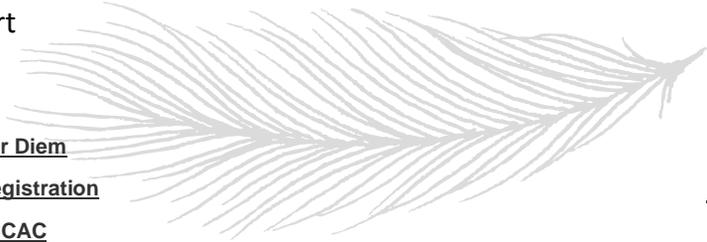


2022 PROFIT & LOSS STATEMENT

Ordinary Income/Expense

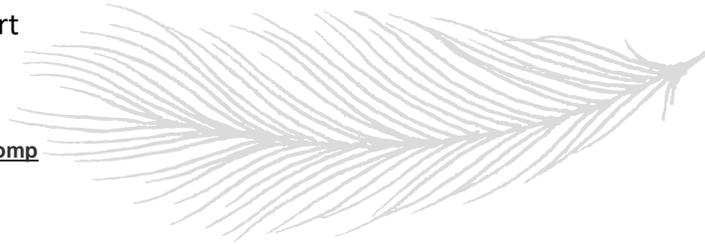
Income	
<u>Grant Income</u>	1,248,308.34
Other Income	
<u>Donation (Donations received - Non Grant)</u>	2,231.99
<u>Exhibitor Fee</u>	500.00
<u>Other</u>	<u>20,285.75</u>
<u>Total Other Income</u>	<u>23,017.74</u>
<u>Total Income</u>	<u>1,271,326.08</u>
<u>Gross Profit</u>	<u>1,271,326.08</u>
Expense	
Contract Services (Fees for outside services)	
Other TCCAC Consulting (TCCAC Support Staff)	
Non TCCAC	
<u>Travel (Travel expenses for contract services)</u>	358.30
<u>Non TCCAC - Other</u>	<u>151,935.50</u>
<u>Total Non TCCAC</u>	<u>152,293.80</u>
<u>Other TCCAC Consulting (TCCAC Support Staff) - Other</u>	<u>8,961.25</u>
<u>Total Other TCCAC Consulting (TCCAC Support Staff)</u>	<u>161,255.05</u>
<u>Total Contract Services (Fees for outside services)</u>	161,255.05
In State Training/Travel	
<u>Airfare</u>	<u>3,344.30</u>
<u>Car Rntl/Taxi</u>	<u>974.14</u>
<u>Lodging</u>	<u>4,703.91</u>
<u>Mileage</u>	<u>182.40</u>
<u>Parking</u>	<u>72.00</u>
<u>Per</u>	
<u>Diem</u>	<u>880.84</u>
<u>Registration</u>	<u>1,590.00</u>
TCCAC	
<u>Airfare</u>	<u>2,549.34</u>
<u>Car Rntl/Taxi</u>	<u>1,978.68</u>
<u>Catering - Non Grant</u>	<u>626.95</u>
<u>Fuel</u>	<u>111.58</u>
<u>Lodging</u>	<u>10,147.61</u>
<u>Mileage</u>	<u>3,222.45</u>
<u>Parking</u>	<u>234.00</u>

TCCAC Annual Report
2022



<u>Per Diem</u>	4,835.50
<u>Registration</u>	<u>3,820.71</u>
<u>Total TCCAC</u>	<u>27,526.82</u>
<u>Tuition</u>	7,294.00
<u>Venue</u>	<u>16,205.20</u>
<u>Total In State Training/Travel</u>	<u>62,773.61</u>
<u>Indirect Costs</u>	3,040.10
Meetings	
<u>Catering</u>	11,519.36
<u>Incentives</u>	<u>39,800.03</u>
<u>Meeting Exp -Materials/Supplies</u>	<u>343,418.86</u>
<u>Stipend</u>	
<u>Higher Education</u>	26,700.00
<u>Prof Development</u>	71,540.00
<u>Stipend - Other</u>	<u>900.00</u>
<u>Total Stipend</u>	<u>99,140.00</u>
<u>Total Meetings</u>	<u>493,878.25</u>
Misc	0.00
Office Expenses	
<u>Bank Fee</u>	112.35
<u>Cell Phones</u>	2,546.46
<u>Fees</u>	1,301.63
<u>FRAUD</u>	<u>0.07</u>
<u>Home Office Exp's</u>	2,602.81
<u>Internet</u>	825.00
<u>Liability Ins</u>	208.30
<u>Office Equipment</u>	13,871.70
<u>Postage/Mailing</u>	2,072.87
<u>Printing</u>	294.52
<u>Rent (Office space rental in Ukiah for Jenni McGowan)</u>	5,500.00
<u>Software-Hardware</u>	5,409.25
<u>Storage Unit</u>	759.00
<u>Supplies</u>	<u>1,573.26</u>
<u>Total Office Expenses</u>	<u>37,077.22</u>
Payroll	
<u>401k</u>	13,697.70
<u>Insurance</u>	26,609.62
<u>Payroll Taxes</u>	27,960.62
<u>Processing Fee</u>	4,203.63
<u>Timekeeping System</u>	528.00
<u>Wages</u>	<u>326,588.20</u>

TCCAC Annual Report
2022



<u>Work Comp</u>	<u>1,479.89</u>
<u>Total Payroll</u>	<u>401,067.66</u>
<u>Total Expense</u>	<u>1,159,091.89</u>
<u>Net Ordinary Income</u>	<u>112,234.19</u>
	<u><u>112,234.19</u></u>

2022 Balance Sheet

	<u>Dec 31, 22</u>
Current Assets	
Checking/Savings	
*Tri Counties - NEW (New bank account set up July 2022)	259,404.83
PayPal (Payments received by PayPal)	<u>981.99</u>
<u>Total Checking/Savings</u>	260,386.82
Accounts Receivable	
<u>Accounts Receivable (Unpaid or unapplied customer invoices and credits)</u>	<u>142,490.95</u>
<u>Total Accounts Receivable</u>	142,490.95
Other Current Assets	
<u>Prepaid Expenses</u>	<u>2,923.22</u>
<u>Total Other Current Assets</u>	<u>2,923.22</u>
<u>Total Current Assets</u>	<u>405,800.99</u>
	<u><u>405,800.99</u></u>
Liabilities	
Current Liabilities	
Accounts Payable	
<u>Accounts Payable (Unpaid or unapplied vendor bills or credits)</u>	<u>3,667.85</u>
<u>Total Accounts Payable</u>	3,667.85
Other Current Liabilities	
<u>Accrued Payroll</u>	17,167.22
<u>Deferred Revenue</u>	<u>147,015.04</u>
<u>Total Other Current Liabilities</u>	<u>164,182.26</u>
<u>Total Current Liabilities</u>	<u>167,850.11</u>
<u>Total Liabilities</u>	<u>167,850.11</u>
Equity	
<u>Unrestricted Net Assets (Other Income)</u>	125,716.69
<u>Net Income</u>	<u>112,234.19</u>
<u>Total Equity</u>	<u>237,950.88</u>
<u>Total Liabilities and Equity</u>	<u><u>405,800.99</u></u>



THROUGH THE YEARS...



Relationships





Through the Years



Through the years



Looking Ahead

Why Strategic Planning



- Preserve the purpose and spirit of TCCAC
- Reinforce that Board and Staff are on the same page of what TCCAC is doing and why.
- Explore if there are opportunities and challenges in the next two years that Tribes are facing that can guide TCCAC strategies and activities.
- Reflect and anticipate if there are opportunities and challenges with partners where TCCAC wants to be proactive or responsive in the next two years.

5



What is your hope for the future of tribal children? That our children know, first of all, who they are. I didn't ever question that I was Native American; my grandma was a proud Native woman and she made sure we (me and siblings) knew where we came from. My hope for all tribal children is that they know where they come from, that they understand their connection to one another, to Mother Earth, and to Creator; that they believe that nothing is unachievable to them and that they are given the opportunity to explore their dreams and that they maintain a very healthy relationship with Creator and Mother Earth, their brother and sister relatives and most importantly themselves.
Frieda Bennett, TCCAC Chairperson



TCCAC Board of Directors/Officers

Frieda Bennett

TCCAC Chairperson

Quartz Valley Indian Reservation
Tribal Council Member, Education Director

Ted Hernandez

TCCAC Vice Chair

Wiyot Tribe- Table Bluff Reservation
Tribal Chairman

David Smith-Ferri

TCCAC Secretary

Dry Creek Rancheria Grants and Contracts

Paul Tupaz

TCCAC Treasurer

Wellness Director Berry Creek Rancheria
Tyme Maidu Indians of California

Joleen Whipple

TCCAC Culture Chair

Round Valley Indian Reservation,
Child Care Director

TCCAC Board of Directors

Monica Calvillo

Board Member

CCDF Administrator - Tolowa Dee-Ni' Nation

Adrienne Lavergne

Board Member

Child care Coordinator-Torres Martinez Desert Cahuilla Indians

Michelle Zive

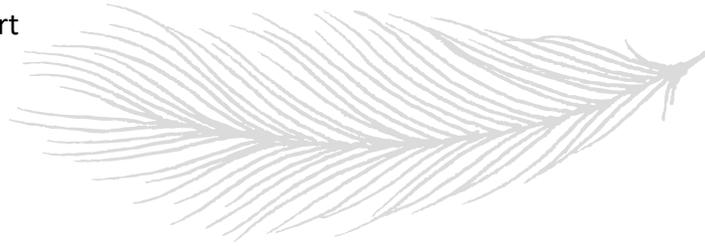
Board Member

Consultant, Campo 7 Tribe Consortia

Mary Zoller

Board Member

Child Care Center Director, Colusa Indian Community Council Hand in Hand ELC



TCCAC Staff

Kim Nall

Executive Director

knall@tribalchildcareca.org

Jennifer McGowan

Operations Director

jmcgowan@tribalchildcareca.org

Kathleen Eredia

Fiscal/ Human Resources Director

keredia@tribalchildcareca.org

Sara Zapata

Workforce Advisor

workforce@tribalchildcareca.org

